

## Affirmative Action Plan List Minneapolis Department of Civil Rights

This Affirmative Action Plan (AAP) List indicates companies that have a AAP on file with the City of Minneapolis. If a company is not listed, the company does not have a plan on file or the company's plan has expired. This list will be published the 1st of every month.



### **For City Departments Needing Civil Rights Approval:**

Please review this list before submitting a *Request for Affirmative Action Approval* form. The form still needs to be submitted even if the company is listed for purposes of record-keeping and audits. However, the presence of the company on this list may expedite the process.

Company Name	AAP Expiration
22nd Century Staffing, Inc.	12/05/17
322 Second Street Apartments	01/09/18
401 Hennepin Property Owner, LLC	05/17/19
700 Central Owner, LLC.	12/15/18
807 Broadway Revival, LLC	12/05/17
A Top Notch Equipment Inc.	03/03/17
Abacus Service Corporation	10/16/17
ABM Equipment & Supply, LLC	03/30/19
ABM Parking Services	08/26/18
Accenture, LLP	10/01/19
AchieveMPLS	12/03/18
ACT Traffic Solutions	02/09/18
Advanced Waterjet Technologies	09/27/19
All Hands Consulting	09/05/17
Alliant Engineering Inc	02/25/19
Allied National Services	03/01/19
Aloha Landscaping, Inc.	04/24/18
Alta Planning + Design, Inc	11/28/19
Alpha Review Corporation	09/30/17
American Academy of Neurology	08/27/18
American Engineering Testing, Inc.	10/06/18
American Liberty Construction	02/12/18
Amherst H. Wilder Foundation	11/25/18
Anderson Engineering of MN, LLC	01/14/19
Antal & Associates	05/20/18
AQDuke LLC	01/26/19
Arbor Barber Inc.	02/10/17
Arcadis U.S., Inc.	02/05/17
Ardent Technologies, Inc.	04/01/17
AECOM Technical Services Inc	10/29/18
Aspen Equipment Company	03/01/19
Associated Courier (DBA: Street Fleet)	03/23/18
Assessment Associates International, LLC	08/22/19
Auto Nation Ford of White Bear Lake	07/28/18
Automatic Systems	02/24/18
Automon, LLC	04/03/17
AVI Systems Inc.	02/03/19
Backbone Consultants	04/29/18
Badger Meter, Inc.	02/21/17
Bay West LLC	06/10/18
Baker IT, Inc.	10/30/17

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Balancing Ground	04/03/17
Barr Engineering Co.	04/17/18
Bartylla Plumbing & Heating	04/26/19
BDG, Inc. (Flexible Pipe Tool Company)	01/28/19
Bear Communications, Inc.	08/05/18
Bentley Systems, Inc.	10/01/17
Biko Associates, Inc.	08/03/18
Black Box Network Services	10/18/17
Black & Veatch Corporation	02/17/20
Blackstone Contractors, LLC	06/09/18
Bolton & Menk Inc	07/24/18
Bold planning	09/23/17
Bradley Law	03/14/19
Braun Intertec Corporation	11/30/18
Brenntag Great Lakes, LLC	07/24/17
Brierley Associates, Corporation	11/21/19
Bridge for Youth	02/27/17
Bridge Healthcare Partners	08/01/17
Brin Northwestern Glass Company	08/04/18
Broadway Flats LLP	02/19/18
Brown & Caldwell	11/22/19
Broyhill Manufacturing Company	02/26/17
Build Wealth MN, Inc.	06/06/19
Burns & McDonnell Engineering Company Inc	05/25/18
Building Code Tech	06/10/18
Cabot Norit Americas Inc.	08/29/17
Cale America Inc.	05/20/18
Calgon Carbon Corporation	01/17/17
Cameron Building Limited Partnership	06/11/18
Carlo Lachmansingh Sales Inc	11/01/19
Carl Bolander and Sons Company	02/13/18
Carus Corporation	04/29/19
Catholic Charities of St. Paul and Minneapolis	03/12/18
CDM Smith, Inc.	11/30/19
Cellular Concrete Inc	10/24/17
Cemstone Products Company	03/09/18
Certified Languages International	12/22/19
Center for Energy and Environment	12/02/18
Central Mine Equipment Company	09/25/17
Central Roofing	03/04/18
Cultural Wellness Center	08/29/19
Centro	01/11/19
CH Consulting	09/10/17
CH2M Hill	01/01/18
Charter Schools Development Corporation	01/26/18
Children's Dental Services	01/20/19
Children's Hospital and Clinics of Minnesota	01/07/18
ClarusTec	10/31/17
Clearwing Systems Integrations, LLC	03/24/18

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CM Partners	11/25/17
Code 4 Services LLC	10/02/18
Collier IT	10/27/17
Columbia Building Services, Inc.	10/23/17
Commercial Roofing & Sheet Metal	06/24/18
Community Design Group, LLC	01/27/17
Competitive Edge Software, Inc.	05/10/19
Community Reinvestment Fund Inc	12/15/19
Comunidades Latinas Unidas En Servicio (CLUES)	02/11/19
Connvertex Technologies, Inc.	12/11/17
Construction Results Corporation	06/18/18
Contech Engineered Solutions LLC	12/11/17
Continuity Electrical Contractors (CEC)	10/28/17
Conurbation LLC	07/14/18
Convergint Technologies LLC	06/04/17
Corky's Towing	05/07/17
Corcoran Triangle Limited Partnership	07/30/18
Corporate Executive Board	09/10/17
County Mat'ls Corporation	03/11/18
Courtland, LLC	05/13/18
C N A Consulting Engineers	11/30/19
CPMI Inc	08/01/18
CuraScript	04/04/19
Curphy Leadership Solutions	08/22/19
Cushman & Wakefield/North Marq.	10/29/17
D & J Steele Construction, Inc.	01/15/17
D & M Industries	01/31/17
Dahl Consulting, Inc.	12/14/18
Dakota County Technical College	01/26/17
Data 911 (formerly Hubb Systems, LLC)	09/24/17
DataNet Systems Corp.	11/05/18
Delta Dental of Minnesota	06/11/19
deZinnia	06/10/18
Digital Health Department, Inc.	04/09/18
Domestic Abuse Project	12/22/18
Dominium	12/22/18
DPC Industries, Inc.	05/17/19
DPI Industries, Inc.	05/17/19
Dresser Trap Rock	03/10/18
DRI Consulting	02/18/19
Duncan Solutions, Inc.	01/16/18
Dwayne Lawn & Snow Care	12/16/17
Eagle Iron Partners, LLC	01/09/18
EastSide Neighborhood Services	03/08/19
Ebert Construction Inc.	05/04/18
ECHO Minnesota	09/30/17
ECO Cleaning Solutions	02/14/17
Ecumen Housing	10/20/18
Egan Company	12/17/18

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Ellingson Health Consulting, LLC	03/07/19
Electronic Communication Systems LLC	03/01/17
Ellwood Associates	11/23/18
Emerge Community Development	09/07/18
Employee Strategies, Inc.	10/24/17
EMSL Analytical Inc.	05/25/19
Enclipse Corporation	12/15/17
Engineering Design Initiative	11/07/19
Eureka Recycling	07/01/18
Encore Apartments LLC	08/25/18
Engineering & Construction Innovations Inc.	07/30/19
Equifax Workforce Solutions	09/28/18
Eramosa	02/04/19
Ericksen Roed & Associates, Inc.	04/29/18
ERP Analysts, Inc.	12/15/17
ESRI Management Services	11/05/18
Ess Brothers	02/27/18
Farstad US, LLC	12/02/17
Foth Infrastructure & Environment, LLC	07/24/18
Fighting Chance	11/23/18
Finishing Touch Plus	10/30/18
First and University, LLC.	12/08/18
Fischer Mining, LLC	03/04/17
Five 15 Limited Partnership	04/30/17
Flanagan, Regina	11/17/18
Flexible Pipe Tool Company	01/28/19
Foresite Consulting Services	10/06/19
Flexion Inc.	11/19/18
Flint Trading, Inc.	07/01/18
Formations Studio	10/29/18
FRSecure LLC	09/19/19
Frana Companies, Inc.	02/19/18
Gannett Fleming, Inc.	09/05/17
Gardening Matters	01/03/17
Gartner Refrigeration and Manufacturing	01/02/17
Gartner, Inc.	06/26/17
Gary Carlson Equipment	03/24/17
Gene's Water and Sewer	11/03/17
Geographical Info Services (GISI)	01/27/18
Geronimo Energy	04/19/19
Gilbert Mechanical (MMAC)	11/03/17
Glewwe Doors, Inc.	01/26/18
Globe Electric Company, Inc.	06/03/17
Godbersen Equipment Company	05/13/18
Good Harbor Techmark	09/12/17
Goodwill-Easter Seals Minnesota	09/08/17
Granicus, Inc.	05/05/17
Gray, Plant, Mooty, Mooty, & Bennet, P.A.	03/16/18
Graybar Electric Company, Inc.	03/16/18

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Company Name	AAP Expiration
Graymont (WI)	02/26/18
Greater Minneapolis Council of Churches	03/22/19
Greco LLC	03/08/18
Groove Tech of MN Inc.	03/08/18
GHD Services Inc	12/20/19
Gunnar Electric	08/29/17
H & T Trucking LLC	10/01/17
Hagerty Consulting	09/16/17
Hallberg Engineering, Inc.	04/30/19
Hamline University	03/21/19
Hammel, Green and Abrahamson, Inc.	11/17/18
Hancock Concrete Products	04/29/19
Hargreaves	01/29/18
Hawkins, Inc.	01/06/17
HCM Architects	08/31/18
HD Supply Waterworks, Ltd	05/19/18
Heitkamp, Inc.	04/02/18
Hansen Thorp Pellinen Olson Inc	12/24/17
Henning Professional Services Inc	11/21/19
Hennepin County Medical Center	10/29/17
Hennepin Technical College	05/19/18
High Five Erectors II, Inc.	06/23/18
HIRED	02/19/19
HLP, Inc.	03/09/18
Hmong American Mutual Assistance Association, Inc.	01/21/19
Hockenbergs/Grand Restaurant Equipment & Design, Inc.	05/28/18
Hoffman & McNamara Co	06/10/18
Hollstadt and Associates, Inc.	12/09/17
Home Line	04/29/18
Homes at Humboldt Greenway LLC	11/06/18
Horsemen, Inc	03/09/19
Houston Engineering, Inc.	02/10/17
HDR Engineering Inc	04/12/19
HR Green, Inc.	11/05/17
Hubb System - (See Data 911)	09/10/17
Hufcor Minnesota	02/05/17
Huls Bros Trucking	08/26/18
Hunt Electric Corporation	09/28/18
Hydromax USA	01/29/18
I.C. System, Inc.	09/14/18
Iceberg Technology Group	01/06/17
Ice Builders Inc.	09/27/19
Ideal System Solutions, Inc.	10/16/17
iLynx, Inc.	03/21/17
IdentiSys Inc	11/03/19
innoSoul	10/14/17
Innovations, LLC	04/29/18
Innovative Surfaces	10/14/17
Integrhythm	03/07/19

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IPS Group, Inc.	11/03/18
I-State Truck	03/20/18
Istonish, Inc.	12/15/17
IT Trailblazers, LLC	12/11/17
Iyaw & Associates	06/08/19
J. Selmer Law, P.A.	02/01/19
James D. Gurovitsch Attorney at Law	02/09/19
J.H Larson Electrical Company	06/04/18
Jardine, Logan, & O'Brien	04/10/18
Jewish Family and Children's Service of Minneapolis	10/23/18
Jinfont Software, Inc.	11/23/18
Jones Lang LaSalle Americas Inc.	11/21/17
Kadmas, Lee & Jackson, Inc	04/22/18
KA Block LLC	05/19/19
Kells Inovation	11/18/18
Kennedy & Graven Chartered	11/15/17
Kidde Fire Trainers, LLC	04/14/18
Kimley - Horn and Associates, Inc .	08/25/19
Kodet Architectural Group, Ltd.	05/20/18
Konnech, Inc.	10/23/18
Konnect Prime, Inc.	12/18/17
Kraemer North America	10/06/18
Kremer & Davis Inc	03/07/17
Kremer Services, LLC	08/29/17
Labyrinth Consulting, Inc.	12/02/17
Lano Equipment	04/29/19
LanceSoft	03/08/19
Landmark Environmental, LLC.	12/11/18
Landmark Structures I, L.P.	12/01/18
Leidos, Inc.	09/16/17
Leitmotiv Consulting	09/10/17
Leo A. Daly	05/13/19
Lerch Bates	10/07/18
LHB, Inc	05/04/19
Lifetrack Resources	08/20/17
Lighting Matters	05/20/18
Linkedin	05/26/19
Lino Lakes Landscaping	03/15/19
Little Earth Residents Association	06/09/19
Lockridge Grindal Nauen, PLLP	09/03/18
Leotek Electronics USA LLC	08/22/19
LS Black Constructors	08/21/17
Lunda Construction Company	03/31/18
Lutheran Social Services of Minnesota	08/12/17
Martinez Geospatial Inc	12/06/19
MacQueen Equipment, Inc.	10/13/18
Macro Group, The	12/12/17
Marge Magnuson Construction Co., Inc.	02/18/19
Mariner 3S AG	07/28/18

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Company Name	AAP Expiration
Max Steining Inc.	12/12/17
Maximum Needs Construction	01/22/19
McFarland Communications	03/10/17
MCS Litigation Support	09/05/17
Meyer Companies Inc DBA Pete's Water & Sewer	11/16/19
Medica	10/05/18
Meggitt Training Systems, Inc.	04/17/18
Meisinger Construction	04/17/18
Metro Legal	02/02/19
Metro Sales	05/20/19
Metzger Building Materials Company	08/07/19
Midwest Mechanical Solutions	01/16/18
Michael Baker International, Inc	12/07/19
Miller Dunwiddle Architecture, Inc.	11/13/18
Mindlance	06/09/18
Minger Construction, Inc.	01/07/18
Minneapolis Downtown Council	06/02/19
Minneapolis Properties 1, LLC	02/06/17
Minneapolis Urban League	07/09/19
Minnesota 1 Construction	07/02/18
Minnesota Home Ownership Center	01/28/18
Minnesota Pipe and Equipment	03/23/18
MSA Professional Services Inc	12/23/19
MityLite	03/07/17
MKL Management	02/04/18
MNSNAP	03/31/19
Morcon Construction	06/02/18
Mortenson Construction	04/16/19
Municipal Code Corporation	02/09/18
National Marrow Donor Program	08/12/18
Native American Community Clinic	09/22/18
Ned Kahn Studios	11/17/18
Neighborhood HealthSource	03/31/19
Nelson Auto Center, Inc.	05/26/18
Net Matrix Solutions	12/17/17
New Brighton Ford	03/01/17
New Horizon Redevelopment	02/13/18
New Image Construction & Remodeling, LLC	12/17/17
NextGen Healthcare	05/23/19
Nighthawk Marketing	12/05/17
Nilan Johnson Lewis PA	09/05/17
North Marq - See Cushman & Wakefield	10/29/17
Northern Safety Technology, Inc.	09/02/18
Northern Technologies, Inc.	02/13/18
Northland Mechanical Contractors	12/03/18
Northland Paving, LLC	03/04/17
Northpoint Health & Wellness Center	06/10/19
Northshore Resources	10/01/18
Northwest Pipe Company	03/19/18

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Nourish Health Consulting LLC	10/18/19
NuStats, LLC	04/02/18
Olson & Nevold Engineers, PSC	12/06/19
Otto Environmental Systems, LLC	03/24/18
Our Saviour's Community Services	04/14/17
Palanisami & Associates, Inc	11/22/19
Pace Analytical Services, Inc.	07/23/18
Park Construction Company	02/05/18
Parkmobile, LLC	05/19/18
Paulson & Clark Engineering, Inc.	01/27/17
Perceptyx	01/25/19
Pete's Water and Sewer	11/16/19
Peterson Companies, Inc.	04/07/18
PFM Asset Management, LLC	10/23/17
Phoenix Development	01/09/17
Phytorian	02/20/18
Pillsbury United Communities	09/25/18
Pioneer Power, Inc.	12/02/18
Plaisted Companies, Inc.	04/30/18
Planned Parenthood of Minnesota	11/14/17
Plymouth Stevens House LP	12/03/18
Portable Barge Service, Inc.	10/31/17
Powerteam, Inc.	02/20/18
Premier Electrical Corporation	06/01/18
Premier Process & Courier Services	07/01/18
Premier Restaurant Equipment Company	11/04/16
Primex Controls	10/12/19
Priority Dispatch Corp	11/15/19
Prindle Painting	04/07/18
PoSource Technologies, LLC	01/29/19
Project for Pride and Living (PPL)	10/18/17
Project Restorations, Inc.	05/26/17
Pustorino, Tilton, Parrington, & Lindquist, PLLC	02/24/19
Rachel Contracting	06/23/18
RAM Construction Services of MN, LLC	01/27/18
Rani Engineering Inc	05/28/18
Randstad Technologies	12/22/17
Reinders, Inc.	05/13/18
Rentokil North America dba Ambius	09/27/19
Resource Data, Inc.	01/22/19
RESPEC	12/07/19
Resource, Inc.	07/30/18
Restorative Justice Community Action	09/17/18
Richardson, Richter & Associates Inc	12/19/19
Riverview Window, Inc.	05/29/18
Road Machinery & Supplies Company	05/20/18
Robert Half International Inc.	08/11/18
Rodney Hunt Fontaine Inc. (VAG Group)	06/27/17
Roof Spec, Inc.	05/20/18

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Company Name	AAP Expiration
Robert Innes	08/22/19
Royal Concrete Pipe	05/05/19
RSP Architects, LTD	05/25/19
RTL Construction	07/30/17
S & T Lawn Service	06/09/18
Safari Books Online (O'Reilly Media)	05/09/19
Sani-Masters	05/31/19
SafeNet Consulting, Inc.	01/02/17
SafetySigns	06/10/19
Sage Group Consulting	10/17/17
Salvation Army Harbor Light Center	10/03/17
Schindler Elevator Corporation	04/14/19
Schmitt and Sons Transportation	11/24/18
Schreiber Mullaney	02/18/18
Sebesta, Inc.	09/04/18
SecuroNet, LLC	09/12/19
Security Solutions International	09/12/17
Select Account	01/01/18
Select Source International	12/16/17
Serice Construction, Inc.	05/01/18
Sewer Services, Inc.	04/07/18
Shafer Contracting Company, Inc.	12/23/17
Shaw /Stewart Lumber Company	10/24/19
Shaw-Lundquist Associates, Inc.	02/13/18
Shenehon	11/18/17
Short Elliot Hendrickson	09/18/17
Skyrim Studio	10/29/18
Social Sculpture, LLC	04/02/18
Software People Inc.	12/10/17
SolarStone	03/17/19
Southeast Asian Refugee Community Home (SEARCH)	12/07/18
Space Age Synthetics, LTD	01/16/18
Specialized Environmental Technologies	03/16/18
St. David's Center for Child and Family Development	10/14/18
Stairstep Foundation	09/29/18
Stonebridge Building Company	11/18/17
SRF Consulting Group LLC	07/29/19
StonePros, LLC	10/15/18
Stream Integration, a Division of Xteoma Corp	08/19/17
Structures Hardscape	01/23/17
Studio Hive, Inc.	06/11/18
Summit Academy OIC	04/16/19
Sunram Construction	02/12/17
Superior Steel Erectors	02/14/17
Suburban Elevator	05/18/18
Sustainable Resource Center	02/09/19
Tarraf Construction Inc.	12/31/17
Taser International	09/30/17
Teamsoft	12/11/17

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Technology Resource Services	12/11/17
Tectonic Engineering & Surveying Consultants	09/12/17
TEGRA Group	01/28/17
Terracon Consultants, Inc.	08/19/18
The Ackerberg Group	08/15/17
The Affiliated Group	08/17/18
The Family Partnership	07/16/18
The Latitude Group	12/04/17
The Link	12/08/18
The Macro Group	12/12/17
The Natural, LLC	03/14/17
Third Wave Partnership	10/01/18
Toole Design Group, LLC	04/18/20
Thomas and Sons Construction, Inc.	01/27/18
Tiller Corporation	06/12/18
Ti-Zack Concrete, Inc.	01/20/18
Tri- State Bobcat	06/01/17
Trammel Crow Company	06/23/18
Trane Company	04/17/18
Tree Trust	12/16/17
Trillium Development LTD Company	05/18/17
Trimble Company - See Advanced Public Safety	12/16/18
Truck Utilities Inc.	04/27/19
True Source IT, LLC	03/11/19
TruNorth Solar, LLC	02/12/19
TKDA	12/09/18
Tubman	07/02/18
Twin Cities Habitat for Humanity	01/28/17
Twin Cities Solutions	12/11/17
Twin Cities Transport and Recovery	07/09/17
Uhl, Inc.	03/30/19
United Surface Preparation	11/30/19
Unison Comfort Technologies	07/22/18
United Consultants dba Revamp Consulting	12/08/17
United Properties Investment, Inc.	05/05/17
United States Mechanical Inc.	02/17/19
Univar USA Inc.	07/28/18
University Gateway Corp - See Cushman & Wakefield	10/29/17
University of Minnesota - Office of Equal Opportunity and Affirmative Action	02/19/18
Ulteig Engineers Inc	10/05/18
Urban Works Inc	12/07/19
Urban Companies	09/18/17
Urban Minneapolis Building LLC	12/23/18
US Bank - Elavon	07/02/18
Us Solar	04/04/19
Veit Companies	02/02/19
Verint	03/24/19
Versacon, Inc.	04/23/17
Versaterm	03/09/19

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Viking Electrical Supply	07/07/18
Visual Communications, Inc.	05/20/18
Vogel Traffic Services (dba EZ-Liner Industries)	05/27/19
Vortech Hydro Vac	08/29/17
Volunteers of America Minnesota	04/22/18
Vulcan, Inc.	09/16/17
Wachs Water Services	05/22/18
Walker Parking Consultants/Engineers Inc	11/23/19
Walker Sign Holdings, Inc.	07/31/18
Waste Management of MN	07/10/18
Water Technology Resources	04/13/19
Way to Grow	12/30/18
Waypoinr, Inc.	05/09/19
Wells Fargo Bank - Minnesota	05/15/18
WSB & Associates, Inc	10/29/18
WESCO Distribution Inc (EESCO/United Electric)	10/27/19
West Bank Community Development Corporation	01/16/18
West Publishing Corporation	02/11/18
West Broadway Business and Area Coalition	10/31/17
Wetland Habitat Restoration	06/24/17
Wiss, Janney, Elstner Associates, Inc.	11/22/19
Willis L. Gilliard, Civil Engineer and Land Surveyor	12/05/19
Wilson Custom Tree	05/06/19
Wold Architects, Inc.	03/12/19
Zenger Folkman	12/03/18
Ziegler Inc.	04/19/19
Zan Associates	08/08/19

Published January 2017

Most updated list can be found at:

[http://www.minneapolismn.gov/civilrights/contractcompliance/subp/civil-rights\\_affirmative-action-plan](http://www.minneapolismn.gov/civilrights/contractcompliance/subp/civil-rights_affirmative-action-plan)